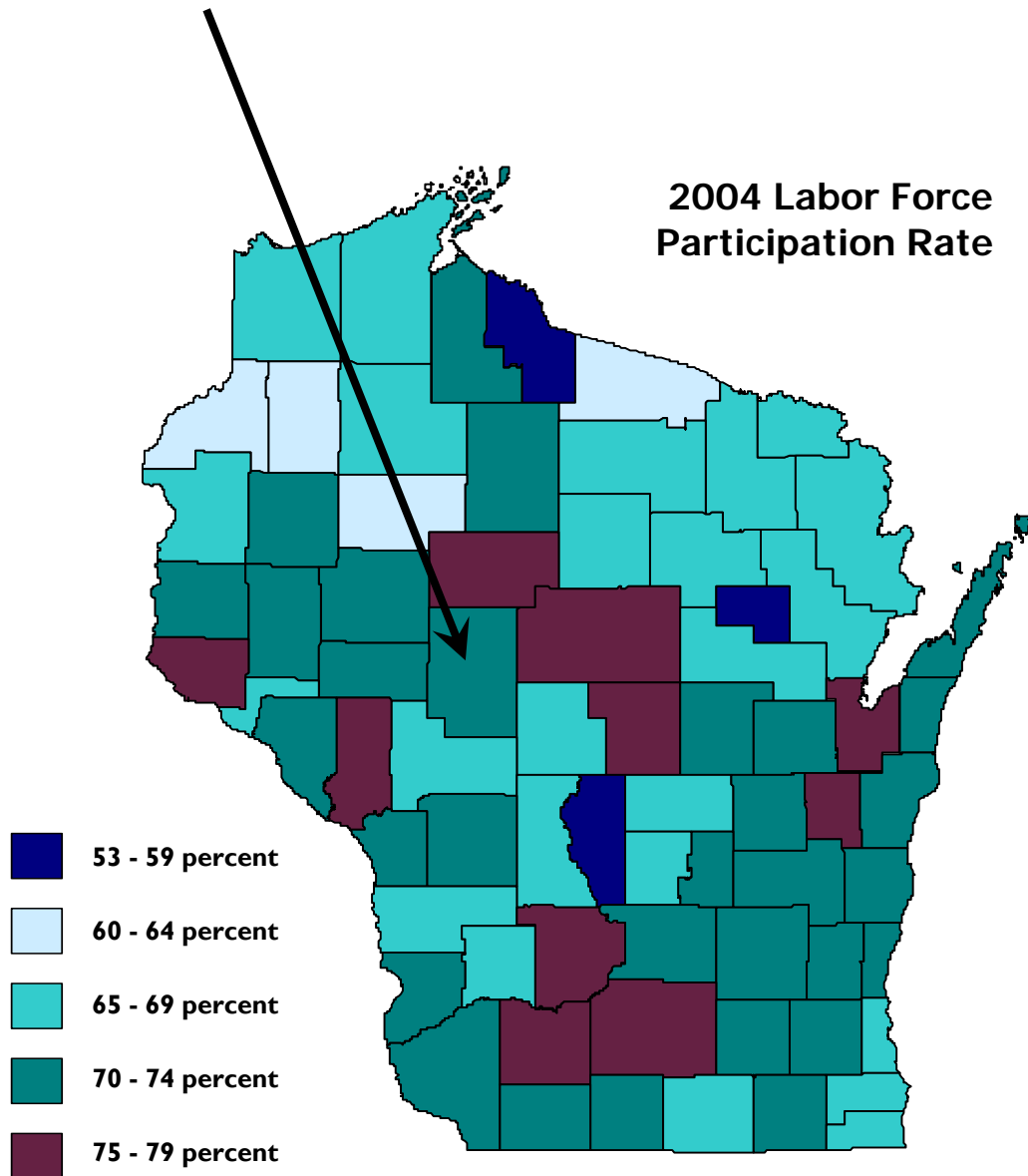


Clark County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

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County Population and Labor Force

The population in Clark County has steadily increased over the last five years and is now 896 higher than in April 2000. The increase of 2.7 percent lagged both state and national changes, however, and ranked 51st among the state's 72 counties.

The population increased from natural causes with the number of births exceeding deaths by 929. Clark is the only county in the west central region, and one of only six in the state, that lost residents from migration. Net migration since 2000 in the county was -33 individuals. The City of Neillsville experienced the greatest loss in population but a total of nine municipalities experienced declines. The towns of Pine Valley and Fremont had the largest increases in population with the addition of 113 and 112 residents, respectively.

There have been over 2,636 births since 2000 and the county has a lower share of population aged 60 years and over than most Wisconsin counties. It ranks 59th in the state for share of elderly population but that's in a state with a high share of elderly residents. The county still has its share of baby-boomers and as they grow older the number of residents aged 60 years and older will swell and by 2020 will make up roughly 28 percent of the labor force aged population (16 yrs and older).

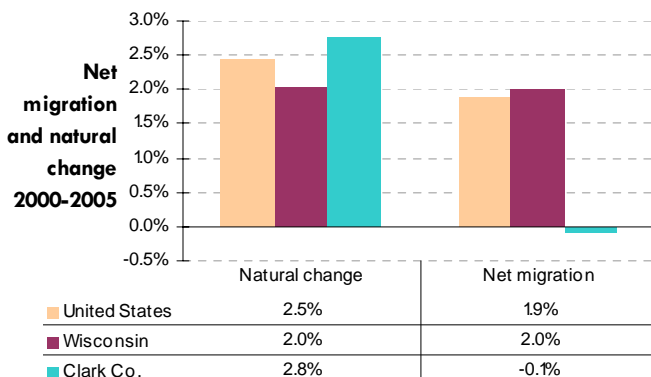
The labor force is a sum of factors that relate to the local population. Those factors include lower participation rates for women than men, much higher participation from middle-aged residents than either the young or elderly, and declining participation rates

Five largest municipalities in Clark County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Clark County	33,557	34,453	896	2.7%
Neillsville, City	2,731	2,682	-49	-1.8%
Thorp, City	1,536	1,562	26	1.7%
Abbotsford, City*	1,412	1,400	-12	-0.8%
Fremont, Town	1,190	1,302	112	9.4%
Loyal, City	1,308	1,302	-6	-0.5%

*Clark County portion only

Source: Wis. Dept. of Administration, Demographic Services, August 2005



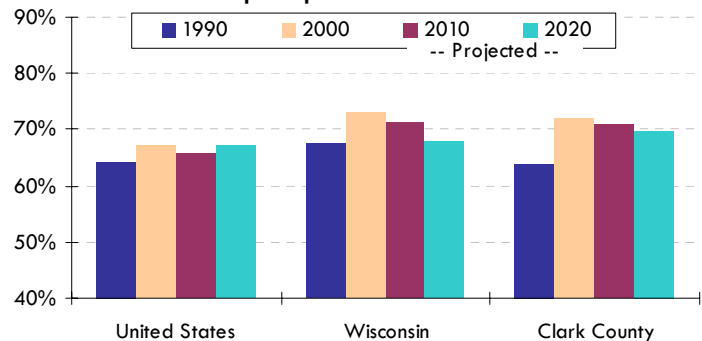
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Clark County
Total population in 2000	281,424,602	5,363,715	33,557
Population est. Jan. 1, 2005	295,160,302	5,580,757	34,453
Change	13,735,700	217,042	896
% change	4.9%	4.0%	2.7%
2005 Labor force population*	224,837,000	4,339,938	25,695
Share of total population	76.2%	78%	74.6%
Labor force	147,125,000	3,071,179	17,895
Labor force participation rate	65.4%	70.8%	69.6%
2005 Population 16 yrs. & over	228,621,674	4,417,313	26,222
16-24 yrs old	37,489,370	743,764	4,894
Share of population 16+ yrs	16.4%	16.8%	18.7%
25-59 yrs old	142,248,896	2,708,865	14,540
Share of population 16+ yrs	62.2%	61.3%	55.4%
60 yrs and older	48,883,408	964,684	6,788
Share of population 16+ yrs	21.4%	21.8%	25.9%
Projected population: 2020	335,804,546	6,110,878	37,811
Population 16 yrs. & over	264,085,104	4,869,573	28,271
16-24 yrs old	37,918,865	681,586	4,453
Share of population 16+ yrs	14.4%	14.0%	15.8%
25-59 yrs old	150,678,402	2,756,884	15,815
Share of population 16+ yrs	57.1%	56.6%	55.9%
60 yrs and older	75,487,837	1,431,103	8,003
Share of population 16+ yrs	28.6%	29.4%	28.3%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

among the white population as minority participation increases. All of these factors are working against a rise in the number of labor force participants in Clark County even as the number of residents aged 16 years and over is increasing.

Even though there is a possibility that the current labor force participation rate of 71.4 percent will increase slightly as baby-boomers choose to remain in the workforce instead of retiring early, that increase will be short-lived.

Revised Labor Force

The labor force in Clark County in 2004 declined from the all time high set in 2003 of 18,554 participants. Since 2000 estimates of labor force participation have been erratic, expanding in 2000, 2001 and 2003 and contracting in 2002 and 2004. Since 1990, however, the number of unemployed has changed very little while employment has increased by more than 2,272.

All labor force estimates for 1990 to 2004 have been revised. The more recent years reflect trends revealed during Census 2000 while the 1990s were updated to include changes from 1990 to 2000 but are still based on ratios from the 1990 census and as a result, show a significant correction in Clark County from 1999 to 2000.

Looking beyond the break in the series the most significant increases in the Clark County labor force occurred in the mid-1990s. The increases correspond with job-growth with county employers, especially those in manufacturing and services. The increase in jobs encouraged more labor force participation and dramatically changed the labor force participation rate from 64 percent in 1990 to 72 percent in 2000.

Clark County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	15,552	14,619	933	6.0%
1991	15,696	14,415	1,281	8.2%
1992	15,482	14,239	1,243	8.0%
1993	15,849	14,736	1,113	7.0%
1994	16,529	15,366	1,163	7.0%
1995	16,990	15,860	1,130	6.7%
1996	17,026	16,011	1,015	6.0%
1997	16,744	15,714	1,030	6.2%
1998	16,785	15,834	951	5.7%
1999	15,934	15,147	787	4.9%
2000	17,563	16,826	737	4.2%
2001	18,082	17,054	1,028	5.7%
2002	17,968	16,914	1,054	5.9%
2003	18,554	17,429	1,125	6.1%
2004	17,895	16,891	1,004	5.6%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

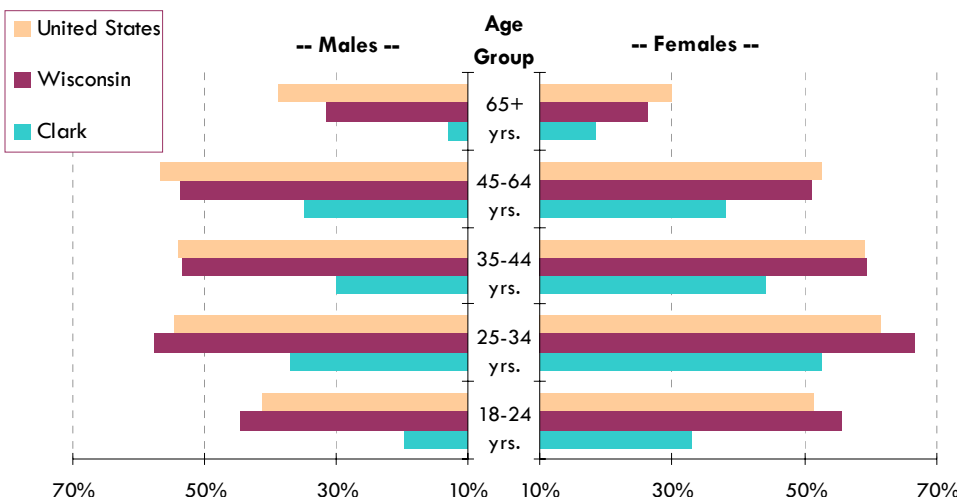
One of the most significant changes in employment that occurred during the last two decades was the shift from goods-producing to service-providing jobs. In tandem with this shift was the increase in demand for professional and technical workers employed in the high-skill services industries and the aggregation of these jobs in larger metropolitan areas.

Much of the job growth in high-skilled service jobs occurred

in larger metropolitan areas while expansion in more rural economies produced lower-skilled service jobs and goods-producing jobs. The main exception in rural areas was job growth in health care and education, two industries with female-dominated professional and technical occupations. For most counties in Wisconsin, including Clark County, this helps explain why there is a greater proportion of females in each age group with post-secondary education than males.

Growth of skilled professional and technical jobs in metropolitan areas attracted individuals from many rural areas. When students graduated from high school and left the area for post-secondary education there were few professional and technical job opportunities to bring them back to Clark County. The county also has many residents with Pennsylvania German ancestry, many of whom do not complete high school and do not advance their education. As a consequence, the share by age group of Clark County residents with post-secondary education is less in every category than in the United States or Wisconsin.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Employers in trade, transportation, and utilities, with the addition of 101 jobs in 2004, led all other industry sector in expansion and were responsible for most of the job growth in Clark County. This group is the second largest in the county with 20.8 percent of all jobs and dispenses the second largest payroll. Average annual wages of \$22,642 are fourth lowest in the county, however, and much lower than sector wages in the state. The new jobs were from all parts of the industry sector which includes over 210 employers.

The largest industry sector, manufacturing, includes only 72 employers but they provide 29 percent of the jobs in the county and 36.1 percent of the total payroll from all industries. An average annual wage of \$32,374 is second highest in the county but is only 73 percent of manufacturing wages in Wisconsin. A slight decline in manufacturing employment in 2004 followed a similar reduction in the state.

The highest average annual wage was earned by workers in construction and these wages were also closest to counterpart wages in the state. Construction jobs are perhaps more similar across all counties than in other industries and this disparity is most transparent in financial activities. Many of the jobs there, especially in smaller, rural areas, are dominated by

Average Annual Wage by Industry Division in 2004

	2004	2004		
	Average Annual Wage	Average Annual Wage	Percent of	1-year
	Wisconsin	Clark County	Wisconsin	% change
All Industries	\$ 34,749	\$ 26,008	74.8%	4.5%
Natural resources	\$ 27,399	\$ 20,183	73.7%	4.1%
Construction	\$ 41,258	\$ 34,058	82.5%	1.1%
Manufacturing	\$ 44,145	\$ 32,374	73.3%	8.2%
Trade, Transportation, Utilities	\$ 30,088	\$ 22,642	75.3%	3.0%
Information	\$ 41,759	\$ 25,773	61.7%	7.9%
Financial activities	\$ 45,103	\$ 25,197	55.9%	8.8%
Professional & Business Services	\$ 39,580	\$ 30,646	77.4%	12.9%
Education & Health	\$ 36,408	\$ 27,142	74.5%	1.7%
Leisure & Hospitality	\$ 12,295	\$ 7,136	58.0%	0.1%
Other services	\$ 20,207	\$ 14,280	70.7%	-5.6%
Public Administration	\$ 36,347	\$ 25,553	70.3%	3.6%

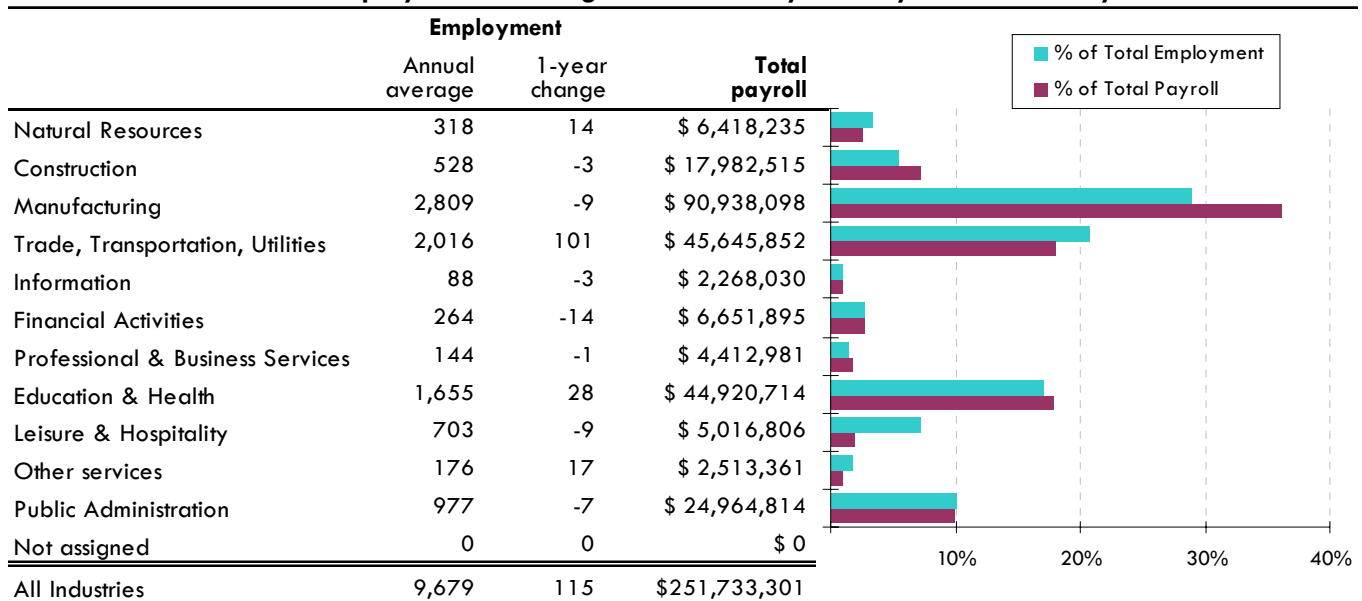
Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

clerical occupations in stead of the professional jobs found in financial regional offices generally located in larger cities.

The third largest industry sector, education and health services includes both private and public employers who provide over 17 percent of the county's jobs and nearly 18 percent of the total payroll.

Overall, the average annual wage in Clark County of \$26,008 was 74.8 percent of the annual wage in Wisconsin of \$34,749. Wages increased 4.5 percent in the county compared with an increase of 4.0 percent in the state.

2004 employment and wage distribution by industry in Clark County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Clark County

Establishment	Product or Service	Size (Dec. 2004)
County of Clark	Executive & legislative offices, combined	500-999 employees
Fleet Guard Inc	Misc. general purpose machinery mfg.	500-999 employees
Memorial Hospital Inc	Gen. medical & surgical hospitals	250-499 employees
Grassland Dairy Products Inc	Creamery butter mfg.	100-249 employees
Abbyland Pork Pack Inc	Animal, except poultry, slaughtering	100-249 employees
School District of Neillsville	Elementary & secondary schools	100-249 employees
Weather Shield Mfg Inc	All other plastics product mfg.	100-249 employees
Colby Public School	Elementary & secondary schools	100-249 employees
Leeson Electric Corp	Motor & generator mfg.	100-249 employees
Weyerhaeuser Company	Sawmills	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Clark County

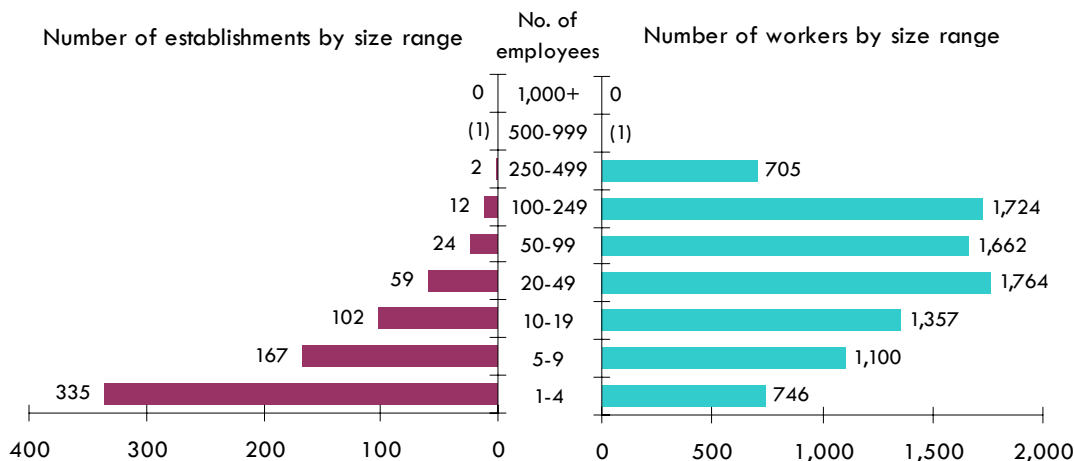
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Educational services	10	981	25	4
Executive, legislative, & gen government	46	945	37	14
Food manufacturing	17	917	45	126
Machinery manufacturing	9	770	66	53
Food services and drinking places	42	524	-15	95
Hospitals	*	*	not avail.	not avail.
Wood product manufacturing	11	386	-17	-198
Specialty trade contractors	57	322	27	104
Animal production	24	294	18	78
Food and beverage stores	13	273	-15	-37

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Clark County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

With 2,809 jobs manufacturing is the largest industry sector in Clark County and six of the county's largest employers are manufacturers. The majority of workers are engaged in producing food, machinery, and wood products and these products are grouped in three of the most prominent industries in the county. These three groups provide nearly 75 percent of all manufacturing jobs.

The largest industry group is education services which, in Clark County, includes eight school districts and a technical college campus. Two employers, with more than 100 employees, are on the largest list but the average number of workers per establishment in the group is 98.

One industry, animal production, appears on only two other county lists. There are 24 establishments in Clark County, not including the many family-operated farms, that help support the dairy industry. The average size establishment has 24 workers which is better than the overall average of 13 jobs per establishment in Clark County.

In fact, 86 percent of the employers have fewer than 20 workers and provide roughly 35 percent of the jobs, while only 2 percent have more than 100 workers but provide 31 percent of the jobs in the county.

Per Capita Personal Income

The per capita personal income (PCPI) in 2003 in Clark County of \$22,227 ranked 7th lowest among Wisconsin's 72 counties. PCPI increased 4.0 percent in the last year but only 13.9 percent since 1998. The percent change over last year exceeded an increase in PCPI in the state of 2.5 percent and in the nation of 2.2 percent but the change since 1998 lagged the increases in the state and nation of 17.2 and 17.1 percent, respectively and the county PCPI remains well below Wisconsin's PCPI of \$30,685.

The per capita personal income report from the US Dept. of Commerce, Bureau of Economic Analysis, includes wages and salaries from job-holders, self-employed, proprietorships, and farmers. It also includes income from dividends, interest and rent; and income from transfer payments like social security, Medicaid, unemployment insurance, veteran's benefits, and welfare. The total of all these sources of income is divided by the total population to arrive at the per capita personal income.

Factors such as a higher share of residents without income (generally children), or residents on a fixed income (generally the elderly) can lower the PCPI. Another factor that heavily influences PCPI is net earnings, which comprise 70 percent of total personal income in the state and 62 percent in Clark County. Wages are the most significant factor in producing higher PCPI but in Clark County lower wages are compounded by low income from dividends, interest and rents.

In Clark County total personal income of \$755,059,000

in 2003 was up 4.4 percent from 2002 and 16.8 percent from 1998. Total county income growth lagged changes in Wisconsin and the United States over the five-year period. Income losses from dividends, interest, and rent were offset by gains in wages and salaries and transfer payments.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marquette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Wausara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005